



**COUNTY OF ERIE - DEPARTMENT OF PERSONNEL**  
invites applications for the position of:

## **Child Protective Worker/Trainee (Spanish Speaking) #41-352 OPEN**

**SALARY:** \$30,586.00 - \$39,291.00 Annually

**OPENING DATE:** 07/09/14

**CLOSING DATE:** 08/13/14

### **DESCRIPTION:**

This is a trainee position in the competitive class. The term of training is one year, during which time the incumbent is required to satisfactorily complete the training program of the Erie County Department of Social Services that will enable them to be promoted without further examination to the position of Child Protective Worker. Relevant experience or possession of a Master's Degree in Social Work, may be substituted for all or part of the training term.

**RESIDENCE REQUIREMENTS:** CANDIDATES MUST HAVE BEEN LEGAL RESIDENTS OF ERIE COUNTY FOR AT LEAST ONE MONTH IMMEDIATELY PRECEDING THE DATE OF THE WRITTEN TEST AND MUST BE LEGAL RESIDENTS OF ERIE COUNTY AT THE TIME OF APPOINTMENT.

The eligible list resulting from this examination will be used to fill future vacancies within the Erie County Department of Social Services.

A Child Protective Worker/Trainee (Spanish Speaking) receives on-the-job training by participating under direct supervision in:

Making field visits at direction of Intake Supervisor to gather preliminary information in cases which seem inappropriate for Child Protective Services Investigation;

Organizing and reporting information from field visit for Supervisor's determination of further investigation and investigating reported cases of child abuse and neglect, for approval by supervisor;

Investigation of reports of child abuse/neglect within twenty-four hours, including: contacting relatives, neighbors, collateral service agencies, home visits, and/or interviewing the child, parents and others;

Assessing needs for protection and safety of affected child; assists with emergency actions to protect safety of child, and arranges for alternative placement and medical examination/treatment and transport child to placement/hospital, for immediate review by Team Leader;

Formulating goal-oriented treatment plan, including objectives to be met, services to be provided, involvement of family and other individuals and agencies, and plan for reviewing treatment progress;

Providing case management under the direction of higher-level staff;

Providing concrete services and supportive counseling to child and family to assist in resolving economic and social problems affecting the safety and development of the child;

Initiating court interventions and participating in the Family Court process under the direction of higher level staff;

Referring and linking families to other appropriate service agencies, such as mental health counseling, health and foster care;

Receiving local and out-of-area classroom training to develop job-related knowledge and skills;  
 Maintaining all required service and administrative records, forms, documents and correspondence for assigned cases, for approval by Team Leader; may translate written and verbal communications between Child Protective Staff and others; responding to inquiries from the local Hispanic community regarding general issues of the Department of Social Services;  
 Providing community education about child abuse and neglect.

### **TYPICAL QUALIFICATIONS:**

**MINIMUM QUALIFICATIONS:** Candidates must meet the following requirements on or before the date of the written test:

Graduation from a regionally accredited or New York State registered four year college or university with a Bachelor's degree

### **SPECIAL REQUIREMENTS:**

1. Must be able to converse fluently in Spanish as spoken in the Buffalo Metropolitan area; and
2. Eligibility for a New York State driver's license at the time of application. Possession of the license and use of a private automobile required at time of appointment and throughout period of employment; and
3. Section 424-a of the Social Services Law requires the local social services district to inquire whether the applicant is the subject of an indicated child abuse or maltreatment report on file with the State Central register of Child Abuse and Maltreatment; and
4. All potential employees for this position will be requested to sign the necessary clearance form prior to being advised that they will be hired. Refusal to sign will be cause for an automatic non-selection.

**Notice to Candidates:**  
**Transcripts will now be accepted by the Department of Personnel ONLY at time of application.**  
**All subsequent transcripts must be submitted at time of interview.**

**NOTES:** 1. Verifiable part-time and/or volunteer experience will be pro-rated toward meeting full-time experience requirements. 2. Your degree and/or college credit must have been awarded by a regionally accredited college or university or one recognized by the New York State Education Department as following acceptable educational practices. A grade of "D" or better is necessary for a course to be credited as successfully completed. If your degree and/or college credit was awarded by an educational institution outside of the United States and its territories, you must provide independent verification of equivalency. You can write to this Department for a list of acceptable companies providing this service; you must pay the required evaluation fee.

### **SUPPLEMENTAL INFORMATION:**

A medical examination may be required before appointment.

**VETERANS: PROOF OF SERVICE MUST BE SUBMITTED BEFORE LIST IS ESTABLISHED TO RECEIVE ADDITIONAL POINTS. (See application for more information.)**

**NOTICES TO APPEAR FOR THE EXAMINATION ARE MAILED APPROXIMATELY ONE WEEK PRIOR TO THE EXAMINATION DATE**  
**NO CELL PHONES ARE PERMITTED AT THE EXAM SITE.**

<b>EXAMINATION DATE</b>  <b>SEPTEMBER 13, 2014</b>	<b>APPLICATIONS MUST BE POSTMARKED BY</b>  <b>AUGUST 13, 2014</b>
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**SUBJECTS OF EXAMINATION:** This examination includes: 1. A weighted multiple-choice written test; and 2. A qualifying Spanish Language Oral Proficiency Test.

**THE SPANISH LANGUAGE ORAL PROFICIENCY TEST** is designed to evaluate the candidate's proficiency in the Spanish language, at the level appropriate for the title being filled. A level 2 proficiency in the above language is required to pass this qualifying test for this title. This is equivalent to having a working oral language proficiency with understandable, smooth expression

at a conversational level of communication. Based on the ranking on the written test, only a sufficient number of candidates needed to fill the present vacancies will be called to take part in the qualifying language oral proficiency test. As additional vacancies occur, other candidates who were successful on the written test portion of the examination will be invited to take the qualifying language oral proficiency test. The language oral proficiency test will be rated on a pass-fail basis. Candidates must pass both the written test and the qualifying foreign language oral proficiency test in order to be eligible for appointment.

THE WRITTEN TEST is designed to evaluate knowledge, skills and /or abilities in the following areas:

1. ESTABLISHING & MAINTAINING EFFECTIVE HELPING RELATIONSHIPS IN A SOCIAL CASEWORK SETTING – These questions test for an understanding of the factors contributing to the development and maintenance of positive and productive client-worker relationships. You will be provided with descriptions of specific client-worker interactions and asked to select the appropriate responses. The questions cover such topics as confidentiality, time management, professional ethics and referral techniques.
2. INTERVIEWING: These questions test for knowledge of the principles and practices employed in obtaining information from individuals through structured conversations. These questions require you to apply the principles, practices, and techniques of effective interviewing to hypothetical interviewing situations. Included are questions that present a problem arising from an interviewing situation, and you must choose the most appropriate course of action to take.
3. PREPARING WRITTEN MATERIAL: These questions test for the ability to present information clearly and accurately, and to organize paragraphs logically and comprehensibly. For some questions, you will be given information in two or three sentences followed by four restatements of the information. You must then choose the best version. For other questions, you will be given paragraphs with their sentences out of order. You must then choose, from four suggestions, the best order for the sentences.

The New York State Department of Civil Service is making a copy of A Guide to the Written Test for the Caseworker Series available on its web site at [www.cs.ny.gov/testing/localtestguides.cfm](http://www.cs.ny.gov/testing/localtestguides.cfm). In addition, a copy of this test guide can also be obtained at our local civil service office. You may obtain a copy by sending a stamped, self-addressed envelope (size required to accommodate the guide – manila 10” x 13”) to the Erie County Personnel Department, 95 Franklin Street, Buffalo, NY 14202 or by picking one up in person at Room 604.

**NOTICE TO CANDIDATES:** Unless otherwise noted, candidates are permitted to use quiet, hand held, solar or battery powered calculators. Devices with typewriter keyboards, "Spell Checkers", "Personal Digital Assistants", "Address Books", "Language Translators", "Dictionaries", or any similar devices are prohibited. You may not bring books or other reference materials.

**NOTICE TO CANDIDATES WHO ARE ALSO TAKING ANOTHER CIVIL SERVICE EXAM(S) ON THIS DATE**  
***(See Below)***

**(IF YOU ARE TAKING 2 OR MORE ERIE COUNTY EXAMS ON THIS DATE IT IS NOT NECESSARY TO CALL)**

**INFORMATION FOR CANDIDATES**

**APPLICATION FORMS:** You may obtain these forms in person at the Erie County Personnel Department, Rath County Office Building, 95 Franklin St., Buffalo. Forms are also available in the libraries and at Town, Village and School District administrative offices.

Mail your application form when completed to the Erie County Department of Personnel, 95 Franklin St., Buffalo, NY 14202.

Candidates who submit incomplete applications and documentation may be disqualified. The Erie County Department of Personnel reserves the right to reject for lateness or to accept applications filed after the advertised filing period.

**MILITARY STATUS:** Active duty military personnel may file an application for this exam. A special military make-up examination will be conducted for any member of the armed forces of the United States who has duly filed a timely application but who was deprived of the opportunity to compete in the scheduled exam due to active military duty. Special conditions apply to these requests and may be reviewed at the Erie County Department of Personnel.

**VETERANS:** Disabled and non-disabled veterans as defined in Section 85, New York State Civil Service Law, will have 10 and 5 points, respectively added to their earned scores if successful in the examination. You must claim these credits when you file application but you have an option to waive them any time prior to appointment. If you have already used these credits for a permanent position in NYS, you may not claim them again.

In conformance with section 85-a of the Civil Service Law, **CHILDREN OF FIREFIGHTERS AND POLICE OFFICERS KILLED IN THE LINE OF DUTY** shall be entitled to receive an additional ten points in a competitive examination for original appointment in the same municipality in which his or her parent has served. If you are qualified to participate in this examination and are a child of a firefighter or police officer killed in the line of duty in this municipality, please inform this office of this matter when you submit your application for examination. A candidate claiming such credit has a minimum of two months from the application deadline to provide the necessary documentation to verify additional credit eligibility. However, no credit may be added after the eligible list has been established.

**SPECIAL ARRANGEMENTS:** Applicants whose religious beliefs prevent their taking examinations before sundown on Saturday and physically handicapped candidates who require special examination facilities should so inform the Erie County Department of Personnel, by a separately mailed letter at the earliest possible date before the test.

**MULTIPLE EXAMINATIONS SCHEDULED FOR THE SAME DAY:** If you have applied to take a written test announced by either one or several local jurisdictions (county, town, city) scheduled to be held on the same test date as this written test, you must notify each of the local jurisdictions no later than **two weeks** before the test date, so they can make arrangements for taking all tests at one test site. **\*\*For this exam, please complete and submit an Erie County EXAMS CROSS-FILER Form with your Erie County exam application to alert Erie County Civil Service about your additional exams being held at other locations on the same day.\*\*** The Cross-Filer Form is found online at: [www2.erie.gov/employment/index.php?q=applications](http://www2.erie.gov/employment/index.php?q=applications) or call (716) 858-8484. All examinations for positions in State government will be held at a State examination center. You will be advised by letter when and where to report for your examinations.

**ADMISSION TO EXAMINATION:** Notice to appear for the test will be conditional as review of application for minimum requirements may not be made until after the written test. Call or write this Department if you have not received your notice 3 days before the date of the test. You may not be admitted to the examination room without official notice.

**RATINGS REQUIRED:** Tests are rated on a scale of 100 with a passing mark at 70. Unless the announcement states otherwise, you must pass the written test and the oral test, if any. Test instructions may further divide the tests into parts and set minimum standards for each part.

**TRAINING AND EXPERIENCE:** If a subject of the examination, training and experience may not be rated if all passing candidates are expected to be immediately reachable for appointment. If rated, training and experience will be based on the statements in your application subject to verification. If this examination includes a qualifying written test, candidates admitted to the test will have conditional approval only. Final decision regarding the qualifications of candidates rests with the New York State Department of Civil Service.

**MEDICAL EXAMINATION:** You may be required to take a medical examination to determine if you are medically and physically capable of performing the duties of the position.

In accordance with State Law, Governor's Executive Order 6, and Section 504 of the Federal Rehabilitation Act of 1973, as amended the County of Erie does not discriminate against handicapped persons in access to employment, during employment, or in any of its programs and activities

**VERIFICATION OF QUALIFICATIONS:** Candidates may be investigated or called for an interview to verify information contained on the application. Verifiable part-time and/or volunteer experience may be pro-rated toward meeting full-time experience requirements

**ELIGIBLE LIST:** The eligible list resulting from an examination may also be used for appointment to the same title or to any other title deemed to be similar and appropriate. Eligible lists are active for a minimum of one year and a maximum of four years from the date established.

**Background Investigation:** Applicants may be required to undergo a State and national criminal history background investigation, which will include a fingerprint check, to determine suitability for appointment. Failure to meet the standards for the background investigation may result in disqualification. Applicants may be required to pay a fee for the investigation.

**NOTE:** Fingerprints are sometimes required at the time of appointment. When they are required, the fee involved must be paid by the appointee.

**\*\*IMPORTANT APPLICATION FEE –  
READ CAREFULLY\*\***

will be made, you are urged to compare your qualifications carefully with the requirements for admission and file only for those examinations for which you are clearly qualified.

**APPLICATION FEE WAIVER:** A waiver of application fee will be allowed if you are unemployed and primarily responsible for the support of a household. In addition, a waiver of application fee will be allowed if you are determined eligible for Medicaid, or receiving Supplemental Security Income payments, or Public Assistance (Temporary Assistance for Needy Families/Family Assistance or Safety Net Assistance) or are certified Job Training Partnership Act/Workforce Investment Act eligible through a State or local social service agency.

All claims for application fee waiver are subject to verification. If you can verify eligibility for application fee waiver, complete a "Request for Application Fee Waiver and Certification" form and submit it with your application by the close of business on the Application Deadline as listed on the Examination Announcement. The form is available at the Erie County Personnel Department, 95 Franklin Street, Buffalo, NY (Room 604) or can be downloaded from the County's website at [www.erie.gov](http://www.erie.gov). Click on "County Departments and Agencies", then "Erie County Civil Service".

This examination is prepared and rated by the New York State Department of Civil Service, and held in compliance with the New York State Civil Service Law and the rules and regulations of the New York State Department of Civil Service.